Together in a Good Way:
2018 Strategy Report
At a Glance

ii’ taa’poh’to’p
(a place to rejuvenate and re-energize during a journey)
The University of Calgary both acknowledges and pays tribute to the traditional territories of the people of the Treaty 7 region in Southern Alberta, which includes the Blackfoot Confederacy (comprising the Siksika, Piikani, and Kainai First Nations), as well as the Tsuut’ina First Nation, and the Stoney Nakoda people (including the Chiniki, Bearspaw, and Wesley First Nations). The City of Calgary is also home to Métis Nation of Alberta, Region III.

Our Journey Has Begun

Our journey towards reconciliation has just begun. The University of Calgary’s Indigenous Strategy, ii’ taa’poh’to’p, was launched on November 16, 2017. Grounded by compassion and informed by community, ii’ taa’poh’to’p stands as institutional commitment to the principles of transformation and renewal on our pathway towards reconciliation. The guiding principle, ‘together in a good way’, speaks to the integrity of the journey ahead as we look to resetting, rebuilding, and revitalizing our relationship with Indigenous peoples. On this journey, we are mindfully working towards creating a shared ethical space for teaching, learning, and research — a space that is inclusive and respectful of Indigenous ways of knowing, doing, connecting and being.

Territorial Acknowledgments

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“ii’ taa’poh’to’p is a remarkable achievement that established a solid foundation for reconciliation and transformation. We stand strong on this foundation as we implement important and impactful changes for the university and beyond. The work achieved this first year clearly demonstrates UCalgary’s commitment to transforming relationships and moving together with Indigenous peoples in a good way.”

Dr. Michael Hart
Vice-Provost (Indigenous Engagement)
Our Parallel Path

Cultural Gifts
We have been honoured with four cultural gifts, marking our parallel path as we continue to walk together ‘in a good way’ with ‘all our relations’. These gifts, bestowed and transferred in ceremony, hold deep meaning for the university and we take them with us ‘in good spirit’ as we journey forward.

1. **Blackfoot name:** *ii’ taa’poh’to’p* (a place to rejuvenate and re-energize during a journey) is the name gifted to the strategy by the late Andy Black Water (Kainai First Nation)

2. **Cultural symbols:** designed by Reg Crowshoe (Piikani First Nation), and gifted to the university to share the story of *ii’ taa’poh’to’p*

3. **Honour song:** gifted through the strategy to the University of Calgary, by Rod Hunter (Bearspaw First Nation, Stoney Nakoda)

4. ***ii’ taa’poh’to’p teepee***: designed by Reg Crowshoe (Piikani First Nation) and gifted to the university

Our Shared Space: The Circle of Advisors
The Circle of Advisors brings 15 Traditional Knowledge Keepers together with 12 members from our senior leadership team to help guide the university on its path towards reconciliation through authentic dialogue that will enhance and enrich the fabric and culture of the institution.
Our path towards transformation and renewal
Ways of Knowing: Knowledge and Research

Our challenge to transform the academy in the areas of teaching, learning, and research begins with advancing and supporting intercultural capacity. We have seen a quantitative increase in Indigenous programs, courses, and research, as well as a qualitative narrative beginning to emerge, which meaningfully weaves Indigenous ways of knowing into the fabric of the institution.

Annual Highlights (2017-18):

- $2.2+ million in tri-council and non-tri-council Indigenous-focused research grants, programs and projects
- $1+ million allocated to self-identified Indigenous undergraduate students, including $530,000+ in designated bursaries from the Government of Alberta
- $634,850 awarded to self-identified Indigenous graduate students, including designated bursaries from the Rupertsland Institute and the Government of Alberta
- $50,000 dispersed internally to six ii’ taa’poh’top’ Grants projects
- Launched the ii’ taa’poh’top’ public lecture series, fall 2018
- Created space for four new Indigenous-focused Canada Research Chairs

Call to Action

We look to faculty leaders to identify opportunities to develop and/or review Indigenous programs, courses, and research opportunities within their faculties to further our goal of Indigenization of the academy.
Marginalization and exclusion of Indigenous peoples is historical, systemic, and routinely invisible within large institutions. *ii’taa’poh’to’p* provides a directive to actively listen, identify, and review exclusive processes, procedures and policies to create and honour a shared ethical space as we move forward. In the past year, we have built a strong foundation for Indigenous inclusion within an ethical space of engagement.

**Annual Highlights (2017-18):**
- Establishment of a five-person team, led by the vice-provost (Indigenous engagement)
- Formation of seven Indigenous Strategy sub-committees focused on a prioritized list of the 27 recommendations cited in the strategy
- Formation of an Indigenous student advisory committee
- Formation of an Indigenous faculty network
- Revision and implementation of cultural protocol guidelines
- Implementation of territorial acknowledgements and accompanying pedagogical teachings
- Ongoing review of institutional processes to create space for ceremonial and cultural practices
- Ongoing application of an Indigenous lens to the production of institutional materials and publications
- Development of cultural workshops on *ii’taa’poh’to’p* teepee stewardship and care
- Implementation of an internal Indigenous-focused consultation process for new policy development
- Inclusion of the Indigenous honour song at important events and convocation

**Call to Action**
We look to senior leaders to help identify in their units any policies, procedures, processes and/or practices as we work towards Indigenization.
Ways of Connecting: Relationships, Partnerships, Connections to Land and Place

In order to move the strategy forward in a good way, we have enriched and enhanced our engagement with Indigenous communities through mindful communications and relationship building. Through storytelling, community engagement activities, and innovative partnerships, we have begun to demonstrate the university’s commitment to connect with community in a meaningful way.

Annual Highlights (2017-18):

- 31,000+ views on 54 Indigenous-focused stories in UToday
- 10,000+ unique visits to the newly developed ii'taa'poh'to'p website
- 2,200+ Indigenous youth from across Alberta participated in the N.A.P.I. Aboriginal Youth Leadership program
- 800+ community members gathered together for the Graduation Banquet and Pow-wow hosted by the Native Centre to celebrate the achievements of our Indigenous degree recipients, June 2018
- 625+ people attended the public launch of ii'taa'poh'to'p on November 16, 2017
- 375+ community members attended Campfire Chats on National Indigenous Peoples Day, June 21, 2018
- $12,000 awarded to Indigenous students through the Ch’nook Scholars Program, Haskayne School of Business

Community Partnership Highlights

- Schulich School of Engineering and Faculty of Kinesiology hosted and supported STEM based-learning for Indigenous youth through Minds in Motion
- Faculty of Veterinary Medicine hosted the Verna J. Kirkness Science and Engineering Education Program for Indigenous youth and the Clinical Skills Program, in partnership with Tsuut’ina First Nation
- UCalgary Cares hosted the fifth annual Indigenous Leadership and Engagement program (Yukon) in partnership with Arctic Institute of North America’s Kluane Field Station and Kluane First Nation
- Faculty of Arts hosted the ongoing Public Archaeology Program, Cluny Fortified Village in partnership with Blackfoot Crossing Cultural Centre, Siksika First Nation
- Werklund School of Education launched two new academic program partnerships
  - MED School and Applied Child Psychology, in partnership with Manitoba First Nations Education Research Centre

Call to Action

To further our goal of Indigenization, we look to leaders from across the campus to help identify opportunities to connect and promote partnerships with the Indigenous communities, and to demonstrate inclusivity through innovative academic and non-academic programming.
Ways of Being:
Campus Identity — Inclusivity,
Leadership and Engagement

Our community dialogues leading up to the strategy, our strategy document, and the Final Report of the Truth and Reconciliation Commission of Canada (2015) revealed a general lack of awareness across the country and in our own institution about Indigenous peoples’ history and culture. As a campus community, we have just started on the path towards reconciliation by increasing inter-cultural capacity through increased Indigenous representation and learning opportunities.

Annual Highlights (2017-18):

- 3,300+ Indigenous youth participated in 14+ Indigenous-focused recruitment events held on and off campus
- 2000+ degrees have been awarded to self-identified Indigenous graduates
- 1,600+ students, faculty and staff learned about ii’itaa’poh’yop through special presentations
- 230+ staff participated in cultural awareness training through HR workshops
- 186+ new staff members learned about ii’itaa’poh’yop through UBegin
- Hundreds of campus visitors engaged with new graphic installations showcasing ii’itaa’poh’yop on main campus
- 178 self-identified Indigenous students graduated from the University of Calgary in 2017-18
- 143 students, staff, and community affiliates participated in the Indigenous Relations Leadership Program
- 2.6% of the student population (graduate and undergraduate) self-identified as Indigenous
- 1.45% of current employees self-identified as Indigenous
- 1.31% of current academic staff self-identified as Indigenous

Call to Action

We call upon leaders from across the campus to identify opportunities to increase the Indigenous representation in our governing structures, leadership teams, faculty, staff and student populations through strategic, mindful, and culturally inclusive recruitment efforts.
Igniting Indigenization: Annual Faculty Highlights

1. Cumming School of Medicine: Interrupting Toxic Stress: a civil society forum committed to improving social environments for Indigenous children and youth, June 2018 (50+ community participants)
2. Faculty of Environmental Design: Indigenous Design Symposium, January 2018 (500+ attendees)
3. Faculty of Arts: hired two SSHRC Canada Research Chairs: Indigenous Heritage and Decolonization of Politics
4. Faculty of Graduate Studies: Supporting Aboriginal Graduate Enhancement Program (SAGE)
5. Faculty of Kinesiology: introduced traditional Indigenous games to kinesiology classes through Be Fit for Life curriculum
6. Faculty of Law: established a Faculty of Law Indigenous strategy committee
7. Faculty of Nursing: two new co-directors, Indigenous initiatives
8. Faculty of Science: introduced two new undergraduate scholarships for Indigenous women in science
10. Faculty of Veterinary Medicine: launched the Animal Health Program, in partnership with Stoney Nakoda
11. Haskayne School of Business: formalized Haskayne Indigenous Engagement Initiatives
12. Schulich School of Engineering: launched the Indigenous Engineer in Residence Program
13. Werklund School of Education: offered the MEd interdisciplinary topic “A Call to Action”

Call to Action
We call upon students, faculty and staff to engage opportunity to increase their own knowledge about Indigenous peoples, cultures and histories through credit and non-credit courses, workshops, or professional development.
Five-Year Visionary Goals (2018-22)

• **Ways of Knowing:** The university is one of the top five national leaders in Indigenization through increased educational partnerships and Indigenous inclusivity in research, curricula, and academic programs.

• **Ways of Doing:** The university clearly demonstrates cultural capacity within an institutional infrastructure that recognizes and actively decolonizes institutional polices, processes, and procedures, and practices presenting barriers to Indigenous inclusivity.

• **Ways of Connecting:** The university becomes a space and place in which Indigenous people and their respective communities experience inclusivity and representation in university landscape, infrastructure, and community-based partnerships.

• **Ways of Being:** The university and its students, faculty and staff are identified as champions of intercultural capacity where campus community is inclusive, respectful, and welcoming of Indigenous people.
By taking incremental steps on the long road ahead, we can and will create an ethical space for conversations, deepen our level of understanding of our cultures, and walk forward together ‘in a good way’ at the University of Calgary.”

Dr. Dru Marshall
Provost and Vice-President (Academic)